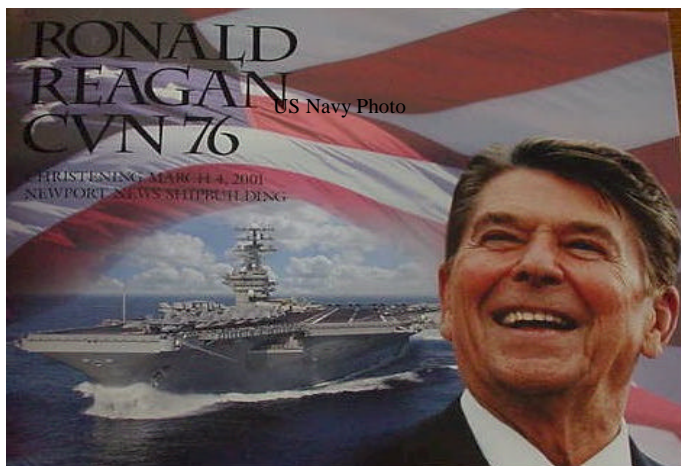


THE DIVERSITY NEWSLETTER

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US Navy Photo

USS Ronald Reagan Holds Memorial for Namesake

By JO1 (SW) Sean Linville, Navy News Service

The crew of USS Ronald Reagan (CVN 76) held a memorial ceremony for their ship's namesake on the ship's flight deck in June.

During the memorial, Ronald Reagan's ceremonial guard fired a 21-gun salute and presented the ship's commanding officer with a shadow box holding the U.S. flag flown from the ship's mast June 5. Fifty additional Sailors volunteered for a state flag detail, which became the backdrop for the ceremony.

The ceremony gave the Sailors a chance to pay their respects and mourn the loss of the 40th president of the United States.

"President Ronald Reagan was a hero," said Capt. James Symonds, Ronald Reagan commanding officer, as he began his address to the crew. "He came to office at a time when I used to wonder if the presidency was just too hard...it seemed hard for anybody to get it right, but he made it look easy."

After the crew found out President Reagan had died, they began writing their condolences in a special book on the mess decks to send to Mrs. Reagan and her family.

Mrs. Reagan is the ship's sponsor, and gave the order for the crew to "man the ship and bring her to life" during the ship's commissioning in July 2003.

"When she christened this ship, she gave birth to a new family," said Aviation Boatswain's Mate (Handling) 2nd Class (AW) Cameron Fisher, ceremonial guard member.

Although the ship no longer carries the distinction of being named after a living president, Reagan's vision, character and legacy will live on in the hearts of the Sailors aboard. *



Career Planning on Navy Knowledge Online

By Journalist 1st Class J.D. Walter, Naval Personnel Development Command Public Affairs

Navy Knowledge Online (NKO) now features access to 5 Vector Model (5VM) representations for enlisted ratings.

These models, while not tailored to any particular Sailor, are accessible by all registered NKO users and serve as a resource for career path selection and planning. Initially designed to provide Learning Center 5VM Managers access, the models are an excellent resource for undesignated Sailors looking for their best-fit career path.

"This is really a great starting point for any of our junior Sailors looking for a rating, or for those looking to make a lateral transfer into another rating," said Naval Personnel Development Command Claimancy Career Counselor Master Chief Navy Counselor (SW/AW) Paul Pierce. "Career counselors of all stripes, full-time and collateral duty, including leaders and mentors, may also find these templates useful as they guide, help and develop Sailors with their careers."

The Professional Development, Personal Development and Leadership vectors each display the Skill Objects and associated tasks required of an individual in the chosen rating. Each task, when opened, features links (View Details) to the associated learning event, as well as listings of related skill sets, abilities, unique knowledge, resources and tools. The certifications and qualifications vector will not display any information, because it reflects unit level training and qualifications.

"With the depth of information provided by the models, Sailors can really get a better sense of what kind of work they might be doing if they choose a particular career path," said Pierce. "And again, this is a good tool for division officers and department heads who are developing their Sailors, because it allows them to see with additional clarity what knowledge, skills and abilities Sailors are expected to possess as they develop professionally. It's not a perfect tool yet, but it is definitely a new and useful part of the tool bag we can all use to make the Navy better."

To access the models from your NKO homepage (www.nko.navy.mil), click the Programs link at the bottom of the left-hand menu. Then click the Sea Power 21 and Sea Warrior links to see the 5VM Manager Views. *



US Navy Photo

Special Olympics Come to Souda Bay

By Journalist 3rd Class Michael Misfeldt, Naval Media Center Souda Bay Crete Public Affairs

The Olympics do not begin in Athens until August, but for some Greek children the games came early at Naval Support Activity Souda Bay, Crete, when Greece hosted its 4th annual Special Olympics June 3.

“What stands out are the kids, and even though I can’t speak any Greek, I can still communicate with the children,” said Chief Personnelman (SW/AW) Charles Hunter, officer in charge, customer service desk, Naval Support Activity (NSA) Souda Bay. “I love to see them having fun out here, running and getting out of the school atmosphere, getting out here in the open.”

Six schools from the surrounding area sent 137 students and 60 staff personnel to support this event. Children were paired up with volunteer special buddies from NSA Souda Bay to ensure that no one got left out and everything went smoothly.

“I had a very affectionate child. She had a lot more fun than I thought she would, and I also had a great time,” said Senior Chief Legalman (AW/SWC) James Scheffer, assistant legal officer, NSA Souda Bay.

The language barrier seemed to be a problem at first, but by the end of the day everything seemed to work itself out, and the children and their buddies were having a great time together.

“It was a fun event, there was a lot of joy in the air, there was no tension, and even though the children could not speak English, they made a lot of gestures and communicated well,” said Mike Terezakis, JTOC Interpreter for Security.

The children participated in a variety of activities, such as kicking a soccer ball, shooting a basketball, hitting a ball off of a tee, singing, running a 25-meter race and bowling. They received ribbons for each event they participated in, and all of the kids received medals at the end of the day.

The base was forced to cancel the Special Olympics last year due to operational commitments, and everyone seemed happy to have the event back again this year. Many are already looking forward to next year’s activities.

“This was great for the base, the Greek community and everyone involved,” said Hunter. “It is always nice to get involved with the local community, and this was no exception. I can’t wait until we do this again next year.” *



US Navy Photo

CNP Visits GW, Talks of Future Navy Structure

By Journalist 3rd Class (SW) Elizabeth Enockson, USS George Washington Public Affairs

Chief of Naval Personnel Vice Adm. Gerald Hoewing visited USS George Washington (GW) (CVN 73) in the Arabian Gulf June 10 to meet the crew and address their questions on manning, quality of life and various changes the Navy is making to shape its work force.

He spoke to the crew in several different forums throughout the day. The first meeting was a special occasion for many Sailors who reenlisted or were awarded their enlisted warfare pins by Hoewing during a ceremony in the fo’c’sle.

“GW is doing the work of our nation,” Hoewing said. “Seeing all of these upstanding Sailors participating in a time honored ceremony is really important, because they’re recognizing our heritage, and it’s important that they be as proud of where they are as we are of them. Before I came out here, the CNO [Chief of Naval Operations] told me to make sure I tell all of the Sailors on GW what a great job they’re doing, and how proud he is of them.”

After Hoewing awarded the final warfare pin, he took time to go over some important issues relating to how the Navy’s structure is expected to change.

“The Navy is going to have fewer active duty Sailors in the next few years,” he said. “We want to invest in the human resource, so we will be able to meet the best manning in order to give Sailors growth and development opportunities without compromising the quality of their work, and without having excess personnel around to accomplish it.”

He said the Navy will be reducing its workforce by 1,900 personnel this year and 7,900 personnel next year, but stressed that senior leadership was also committed to reducing the same number of billets.

“This is not about putting more work on the backs of fewer Sailors,” said Hoewing. “We know we have to get rid of non-productive work before we can reduce the numbers of people in uniform.”

When Hoewing met with GW’s chief petty officers in the chief’s mess he explained that the Navy was becoming a much more competitive place to work.

“Right now we have 386,000 personnel and 375,000 billets,” he said. “There are a lot of people in America who want to be United States Navy Sailors, and we’ve gone from allowing in 57,000 Sailors per year to 39,000. It’s becoming more and more competitive to get into the Navy, and it’s also harder to stay in. We want to make sure that we retain the very best Sailors, and you are the ones who determine who will lead the future of the Navy.”

Retaining the best is one of the goals of Perform to Serve (PTS); a program Hoewing took time to outline. PTS is a centralized reenlistment reservation system for first-term Sailors that give those in overmanned ratings the chance to convert into ratings with better advancement opportunity. Since the program started in the spring of last year, more than 3,800 first-term Sailors have been approved for conversion into less crowded ratings while some 27,000 were approved to reenlist in rate.

“Our priority is to reenlist everyone in his or her rating unless it’s full,” he said. “If it’s full, they can convert to another rating where they already have skills, and it could be something they’re already looking to do, if we find a good match for them. The idea here is we are going to do the very best we can to retain Sailors, but we are going to shape our forces very carefully around the requirement of providing optimal mission support.”

Hoewing mentioned that Perform to Serve was not the only way to better tap into the talents of Sailors. Another method the Navy has tried is Sea Swap.

“Sea Swap is where the ship remains deployed, but the personnel are swapped out after a period of time,” he said. “This takes away the unnecessary transit time that most deployments require, allowing the ship to spend more time in the theater while still getting the Sailors home on time at the end of their deployment. In fact, one of the Navy’s oldest destroyers in the Navy just returned to the U.S. after two years overseas. That’s almost four consecutive deployments, but without the transit time, it equals five, and all accomplished with less personnel than normal deployments.”

The Navy is also continuing to look at various ratings, searching for ways to streamline them and capitalize on shared skill sets. Hoewing noted that this process could lead to more ratings mergers.

“One merger we are working on right now is personnelman and disbursing clerk,” Hoewing said. “It hasn’t been finally approved yet, but like with other mergers, we would take a look at combining their schools and training, so there will be wider opportunities for jobs while reducing the number of Sailors in school waiting for jobs. This will get more Sailors out into the fleet in a shorter amount of time.”

Hoewing also had a chance to visit USS Vella Gulf (CG 72) for a short time. After he left, Sailors had a wealth of information to process and a clearer view of what is in store for them in the Navy’s future. *



US Navy Photo

Doris Miller, Honor, Courage and Commitment at work

By ENCM (SW) Darrell C. Nolan

Doris Miller was born in Willow Grove, Texas on October 12th, 1919. As the third son of Connery and Henrietta Miller. The midwife who had delivered him was so sure that the baby was going to be a girl; they named him Doris before he was born. Little did they know, their son would impact a nation in turmoil utilizing honor, courage and commitment, becoming an unwitting hero during one of the most horrific events in U.S. History.

Doris Miller attended Willow Grove School, a small underfunded grade school for black students and families, as was the case during these times. Then he attended A.J. Moore High School in Waco, Texas. There he excelled at playing football and supplemented the family income by working as a cook in a small restaurant in Waco during the Great Depression. As his family’s means of income became more strained, he considered joining the Civilian Conservation Corps or the Army but encountered obstacles due to his race and his Education. This did not deter him from reaching the goals for a better life for his family.

In 1939, one month before his twentieth birthday, Doris Miller joined the Navy at a Dallas, Texas Recruiting Station. After boot camp in Norfolk V.A., he was assigned as a Mess Attendant at a time when African Americans were not able to serve in combat capacities aboard ships. He rose through the ranks to the level of cook third class. Miller was originally assigned to the USS Pyro (an ammunition ship) in January 1940; he transferred to the USS West Virginia (BB-48) where he became the ship’s heavyweight boxing champion. He served briefly on the USS Nevada in July 1940 but returned to the USS West Virginia.

Just before the Japanese attacked Pearl Harbor on 7 December 1941. Miller had arisen at 6 a.m., and was collecting laundry when the alarm for general quarters sounded. He headed for his battle station, the anti-aircraft battery magazine amidships; only to discover that torpedo damage had wrecked it, so he went on deck. Because of his physical prowess, he was assigned to carry wounded fellow Sailors to places of greater safety. Then an officer ordered him to the bridge to aid the mortally wounded

Captain of the ship. He subsequently manned a 50-caliber Browning anti-aircraft machine gun until he ran out of ammunition and was ordered to abandon ship.

Miller described firing the machine gun during the battle, a weapon, which he had not been, trained to operate: "It wasn't hard. I just pulled the trigger and she worked fine. I had watched the others with these guns. I guess I fired her for about fifteen minutes. I think I got one of those Jap planes. They were diving pretty close to us."

During the attack, Japanese aircraft dropped two armored piercing bombs through the deck of the battleship and launched five 18-inch aircraft torpedoes into her port side. Heavily damaged by the ensuing explosions, and suffering from severe flooding below decks, the crew abandoned ship while *West Virginia* slowly settled to the harbor bottom. Of the 1,541 men on *West Virginia* during the attack, 130 were killed and 52 wounded. Subsequently refloated, repaired, and modernized, the battleship served in the Pacific theater through to the end of the war in August 1945.

The Secretary of the Navy Frank Knox commended Miller on 1 April 1942, and on 27 May 1942 he received the Navy Cross, which Fleet Admiral (then Admiral) Chester W. Nimitz, the Commander in Chief, Pacific Fleet personally presented to Miller on board aircraft carrier USS *Enterprise* (CV-6) for his extraordinary courage in battle.

This is the wording of the Navy Cross Citation: "For distinguished devotion to duty, extraordinary courage and disregard for his own personal safety during the attack on the Fleet in Pearl Harbor, Territory of Hawaii, by Japanese forces on December 7, 1941. While at the side of his Captain on the bridge, Miller, despite enemy strafing and bombing and in the face of a serious fire, assisted in moving his Captain, who had been mortally wounded, to a place of greater safety, and later manned and operated a machine gun directed at enemy Japanese attacking aircraft until ordered to leave the bridge."

Speaking of Miller, Nimitz remarked: This marks the first time in this conflict that such high tribute has been made in the Pacific Fleet to a member of his race and I'm sure that the future will see others similarly honored for brave acts.

On 13 December 1941, Miller reported to USS *Indianapolis* (CA-35), and subsequently returned to the west coast of the United States in November 1942. Assigned to the newly constructed USS *Liscome Bay* (CVE-56) in the spring of 1943, Miller was on board that escort carrier during Operation Galvanic, the seizure of Makin and Tarawa Atolls in the Gilbert Islands. *Liscome Bay's* aircraft supported operations ashore on the 20th thru the 23rd of November 1943. At 5:10 a.m. on 24 November, while cruising near Butaritari Island, a single torpedo from Japanese submarine I-175 struck the escort carrier near the stern. The aircraft bomb magazine detonated a few moments later, sinking the warship within minutes. Listed as missing following the loss of that escort carrier, Miller was officially presumed dead 25 November 1944, a year and a day after the loss of *Liscome Bay*. Only 272 Sailors survived the sinking of *Liscome Bay*, while 646 died.

In addition to conferring upon him the Navy Cross, the Navy honored Doris Miller by naming a dining hall, a barracks, and a destroyer escort for him. The USS *Miller* (FF-1091) is the third naval ship to be named after an African American. In Waco a YMCA branch, a park, and a cemetery bear his name. In Houston, Texas, and in Philadelphia, Pennsylvania, elementary schools have been named for him, as has a Veterans

of Foreign Wars chapter in Los Angeles. An auditorium on the campus of Huston-Tillotson College in Austin Texas is dedicated to his memory.

In Chicago the Doris Miller Foundation honors persons who make significant contributions to racial understanding.

Through out his life Doris Miller has embodied the words Honor, Courage and Commitment even before it became the U.S. Navy Motto. In my opinion, Doris Miller overcame adversity and was one of the starting points of diversity in the Nation. It was and is a slow and painful process, but it continues even today thanks to our servicemen like Doris Miller.*



US Navy Photo

Navy Recruiting Sets New Record

By Journalist 2nd Class Chris Conklin, Navy Recruiting Command Public Affairs

MILLINGTON, Tenn. (NNS) -- Officials and recruiters of Navy Recruiting Command are celebrating the thirtysixth consecutive month of making active duty enlisted accession and new contract objective goals July 31, continuing to raise the bar for the sea service's future recruiting success.

Due to the unprecedented accomplishments of the recruiting force, the Navy has been able to concentrate on bringing in better quality recruits and more directly reflect the vision of the Chief of Naval Personnel Vice Adm. Gerald L. Hoewing.

"The sustained achievement our recruiters have produced for the past three years is central to our force shaping goals for both the active and reserve Navy," said Hoewing. "Their hard work is ensuring the fleet has the best educated, best qualified and most diverse Sailor possible. Our Navy recruiters have been doing a tremendous job and are critical to our success in shaping the Navy of tomorrow."

"It's rewarding to take young men and women and help them become people who really want to serve their country," said Hull Technician 2nd Class (SW) Justin McNicol, recruiter in Moline, Ill. "I get tremendous satisfaction watching them mature from high school teenagers to confident young men and women, ready to assume the helm of tomorrow's Navy."

Navy Recruiting has steadily increased the quality of its recruits by doubling the number of enlisted recruits with college experience. This has allowed for a more selective process admitting more recruits from what it calls Test Score Category (TSC) I-III, those applicants that score a 50 or above on the Armed Services Vocational Aptitude Battery (ASVAB). Increasing the number of applicants with above average test scores has helped contribute to a lower attrition rate for recruits in boot camp.

Likewise, Navy Recruiting has also been able to concentrate

on creating a more diverse Navy. TSC HIIA diversity recruits have increased an average of 65 percent in the last year, and Navy Recruiting is expected to exceed that number in the future due to the inception of the new Diversity Advisor division at recruiting headquarters in Millington, Tenn. Recruiters are pleased with the accomplishment, as they steadily diminish the former record for recruiting of 21 consecutive months.

"It feels good to be out here working hard and knowing we are making a difference. It is a rewarding feeling to know that we are making our goals and putting qualified people in the Navy," said Aviation Machinist's Mate 2nd Class (AW) Tyler Dexter, recruiter in charge of Navy Recruiting Station Plano, Texas. "I know that my station and other stations in my area are consistently exceeding our goals. It's really a great feeling to know I am contributing to CNRC's [Commander, Navy Recruiting Command] success."

That sentiment is shared in the Navy recruiter ranks. Many who have contributed to the success of recruiting have been able to go to their hometowns and recruit. Yeoman 2nd Class (SW/AW) Jason Bullock, a recruiter at Navy Recruiting Station Texas City, Texas, and native of nearby Clear Lake, Texas, has been able to rise to the top in his recruiting district while serving close to home.

"I enjoy my Job," said Bullock. "I feel, like many of the other recruiters, that it is important to motivate applicants to join the Navy. I feel this mindset has allowed us to be successful, and being this close to home allows me to feel more comfortable in doing my job as a recruiter."

CNRC Rear Adm. Jeffrey L. Fowler praised the work of Navy Recruiting personnel.

"I am particularly pleased that my hard-working recruiters have raised the bar in so many areas while maintaining our streak of success," Fowler said. "My recruiters have impressive young men and women waiting in an unprecedented Delayed Entry Program (DEP) pool to join our Navy and serve our country. My recruiters are using this time in the DEP for the growth and development of these future Sailors to be even more successful when they join our ranks."

Recruiters and support personnel of recruiting are now looking forward to their next goal: making it 37 consecutive months of making goal. *



[Click logo to visit website](#)

Navy Building "Road Map" For Civilian Careers; Survey Asks Them About Job Series

By Jan Davis, Civilian Community Management Division, CNP

Arlington, VA— Beginning in July, Navy and Marine Corps civilians will be asked about the work they do, the knowledge they need and the tools necessary to do their jobs as part of an initiative to help provide the resources they need for their career advancement.

"I have long believed that we must take a corporate approach in developing our workforce of the future," said Chief of Naval Personnel Vice Adm Gerry Hoewing. "For us to provide a civilian worker with a viable career path, we have to be able to list all the tasks associated with a given job, as well as skills needed to do those tasks. It's like drawing a road map to help workers determine how best to master their craft and how to develop their careers."

Sailors and Marines have a "road map" on how to advance in their careers to Master Chiefs or Sergeant Majors, or Flag or General Officers. Now, the Navy and Marine Corps wants the same for Navy civilians who aspire to advance their careers by attaining leadership roles, learning new skills or trades, or making lateral moves to get new career-enhancing experiences.

One of the first steps for developing this success road map is the completion of a survey compiled by civilian community managers that will help the Navy confirm the tasks civilians in each series perform, and what knowledge, skills, abilities, and resources are needed to perform these tasks. This data will be used to develop a formal career path for civilians within each series. Over the next several months, almost all of the 180,000 civilians in the Navy and Marine Corps will be asked to take a survey carefully tailored to their job.

Financial management civilians in job series 501, 502, 503, 505, 510, 511, 517, 526, 530, 540, 544, 545, 560, 561, 570, 580, 582, and 599, will be the first to receive their survey.

Tom LeBlanc, civilian community manager for financial management, developed the survey from data gathered from Navy and Marine Corps financial management technicians and professionals; the Army and Air Force; and the Joint Financial Management Improvement Program, a cooperative undertaking of the Department of the Treasury, the General Accounting Office, the Office of Management and Budget, and the Officer

of Personal Management to improve financial management practices in government.

Civilians in program management, series 0340, and community support, series 030, 180, 185, 186, 187, 188, 189, and 1173, will also be surveyed within the next several weeks. Surveys will be available on the Civilian Community Management website, www.donhr.navy.mil/ccm/index.htm

Many civilians will be emailed a link that will take them to the survey tailored for their community.

"We may not be able to personally send the survey link to each individual in the series," said LeBlanc. "We're hoping that civilians will take the initiative to pass the link on."

Surveys have breaks built in, so they don't have to be completed at one sitting. LeBlanc estimates the financial management survey will take about two hours total to complete.

More than 800 civilians in the safety community were surveyed in February 2004 as part of a pilot for civilian community management. The pilot's "lessons learned" have been incorporated into upcoming community surveys. Civilian career path development is just one initiative of the Chief of Naval Personnel's civilian community management division. Its mission is also to help the Navy and Marine Corps attract, develop and sustain a diverse, skilled workforce to meet Navy's requirements; foster a sense of civilian community; and provide civilian members the opportunity to develop to their full potential.

Results of the survey will be posted at the Civilian Community Management website.*

Image of the Month



U.S. Navy photo by Equipment Operator 2nd Class Lisa Kimak.

During a Veterans Day Ceremony, Builder 1st Class Scott Heubler, assigned to Naval Mobile Construction Battalion Seven Four (NMCB-74) Civil Action Team (CAT) 74-01, shows his respect at the Bloody Nose Ridge Marine Memorial. NMCB-74 CAT 74-01 is on their regularly scheduled deployment to the Republic of Palau.

For feedback or submissions to the Diversity Newsletter, Email Darrell.Nolan@navy.mil